



Te Tēnehi o Aotearoa

**TENNIS NEW ZEALAND
DIVERSITY, EQUITY AND INCLUSION POLICY**

GOVERNANCE POLICY Nr 10

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This policy forms part of Tennis New Zealand's governance framework.

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10.1 Scope

This policy provides a framework for Tennis NZ's current and future diversity and inclusion initiatives and applies to every level and aspect of the sport, including but not limited to the Board and Staff of Tennis NZ and the wider tennis community

10.2 Commitment to Te Tiriti o Waitangi

Tennis New Zealand (TNZ) recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. TNZ is committed to upholding the mana of Te Tiriti o Waitangi and endeavouring to be a good treaty partner. This commitment is brought to life in TNZ's partnership with Aotearoa Maōri Tennis Association and the Rangapū partnership agreement.

10.3 Values

- (1) Everyone involved in the sport of tennis joins with good intentions, and we are all expected to do our best to treat each other with respect and comply with our policies and rules. Children, young and vulnerable people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in play, active recreation and sport.
- (2) TNZ seeks to foster a community that encourages understanding, appreciation and acceptance of all people within its membership.
- (3) TNZ is committed to welcoming, celebrating and including people of all cultures, in line with the concept of manaakitanga.

10.4 Purpose

Aotearoa New Zealand is a country of people from many cultures, beliefs and backgrounds. We want people to know that tennis provides a welcoming, accessible, safe place for all people. Our sport is committed to including and celebrating diversity and people from all backgrounds. Everyone involved in the activities of TNZ needs to play their part to make our sport a safe, welcoming space for everyone and to encourage participation by as many people as possible.

10.5 Inclusion

- (1) We know there are different ways of thinking, doing things, working and feeling connected that may differ from our own. It is okay to be different in the same place. We want to enable everybody to bring their whole self to tennis and engage in our sport.
- (2) Everybody has the right to participate within an inclusive and safe space and to be treated with respect, care and a positive attitude. We believe at its heart, inclusion is simple: no one is left out. That means more than saying everyone is welcome. It means taking action to include people in opportunities and that people feel they are included and belong.
- (3) This involves talking, listening and following the lead of people from different cultures and backgrounds about ways our sport can be made safe and suitable for them. There should be no set way about how we do things. We will be flexible, instead of expecting people to adapt to how we think things should be done.

10.6 Diversity

- (1) We believe there is strength in diversity. We welcome people of all races, cultural, ethnic, religious and socioeconomic backgrounds. We encourage people from all cultures and backgrounds to become involved in the sport as participants volunteers, employees and supporters. We will make our sport governance and management bodies representative of our community.
- (2) We welcome diversity and we are committed to taking steps towards inclusion. This is about more than just refusing to tolerate racism or discrimination. We are part of a bigger picture. We want TNZ to reflect the community that we are part of. We will have a good understanding of who is in our community and the obstacles they may face to participating in our activity/sport

10.7 Equity, Diversity and Inclusion in the Workforce

TNZ is committed to providing an inclusive workplace, across management, staff and contractors that fosters and promotes equality and diversity at all levels. We recognise that to deliver outstanding service and breakthrough solutions to our diverse participant community, we too must be diverse.

- (1) We recognise and celebrate our multicultural diversity and strive to grow our workforce to reflect the diversity of our participants. We value and respect the contributions, ideas and experiences of people from all backgrounds and provide a working environment where individual diversity is recognised and celebrated.
- (2) We strive for a culture of inclusion in which the unique contributions of all are recognised and valued, where people are free to be themselves. Diversity is embraced, and we promote a work environment that is encouraging of difference and free from harassment and discrimination. We are committed to providing opportunities and initiatives that assist all to reach their potential. We regularly benchmark and report on our diversity progress, policy and objectives.
- (3) The Chief Executive Officer (and/or their delegates) is accountable to the TNZ Board for the successful implementation of this policy. To ensure this occurs

10.8 Discrimination

Discrimination is unacceptable and unlawful. TNZ will not tolerate discrimination against those involved in its activities/ sport.